

# Diversity & Inclusion Committee

JANUARY 25, 2022 MINUTES

## Attendees:

Kimberly Warfield; Ashley Turner; Eric McCulley; Arlene Flores-Brothers; Tierra Thatch; Lance Ingwersen; Erin Rider; Eric Johnson; Diane Best; Stacey Gill

**Key Theme: REFOCUS ON WHAT WE'VE BEEN DOING & HOW CAN WE MAKE IT BETTER** 😊

- **Meeting began at 11:02 am**
- **Review of prior meeting minutes**
- **Updates:**
  - **Collective groups provided updates as below:**
    - Hispanic/Faculty Staff-Lance & Arlene
      - Collective last met Jan. 2021, has not been active, will reach back out to members to meet and provide updates
    - Asian/Pacific/Staff
      - no updates here as the group has not been active
    - LGBTQ+ Faculty/Staff- Ashley
      - Collective met in Nov. 2021 and they are setting up their committees within the collective. The collective has collected over \$13,000 to their scholarship fund and will award scholarships in spring 2022 for fall 2021.
      - Looking to plan a spring cookout/social event
      - Looking to participate in the Birmingham's Marching in Pride event
      - Would like to make sure collective is visible at orientation of new faculty/staff
    - Women in Academia Support- Erin
      - Collective had last event in Dec. 2021, health & wellness even at the Rec Center
      - Looking to meet more and open to ideas of best dates to meet in order to encourage more participation
    - African American Faculty/Staff -Diane
      - Collective met on Jan. 24, 2022, had guest speaker, student Hakeem who presented on wanting to start a BSU (Black Student Union) organization on campus
      - Provided updates on mentoring program
    - Disability Faculty/Staff-Eric Johnson
      - Collective with partner with another collective & possible student group to be more effective.
      - Will also follow up with the needs/support for this collective

○ **Brochure updates:**

A template for the brochure has been created, Eric/Arlene have contacted marketing about the brochure. Collectives have also sent in their descriptions to be place in the brochure/site.

**New Items Discussed:**

- **Marketing of positions & recruiting areas, Search committee (diverse), Additional trainings for search committee members**
  - Committee members provided feedback and suggestions to improve in these areas above.
  - There is no specific recruiter for faculty and staff, however in Jan. 2022 HR began new partnership with Inside Higher Ed to post job openings to more diverse sites and audience
  - There will be updates to advertise and encourage diverse applicants to apply to positions
  - Several expressed concern about search committee process:
    - Suggested to update training of search committee chairs and members to be more familiar with HR practices, a more formalized process about information that can and cannot be discussed, as well as specific department needs when reviewing applicants and interviewing
    - HR looking to revamp application
- **Awards component for diverse faculty**
  - Will pick back up at next meeting. In the meantime, committee members were asked to provide suggestions on: possible creating of an award for diverse faculty & members/recognition at the faculty awards and encourage and support more diverse faculty members in receiving faculty awards at the end of the year.
- **Faculty social event**
  - Will also review at next meeting. Committee members were asked to brainstorm an event that we could possibly have to bring faculty member together for socializing before end of year.

**Action Items:**

1. Continue working on brochure
2. Ponder suggestions for diverse faculty award
3. Ponder suggestions for faculty social event
4. Will follow back up with updates to search committee & hiring processes
5. Attend any Safe Zone events if you can 😊
6. **Next meeting: Thursday, February 24, 2022@ 10:00 a.m.**